

# INTERNATIONAL MENTORING ASSOCIATION

## MENTOR PROGRAM STANDARDS

### IMA Mentor Program Standard I: Clear Vision of Program Scope

Program goals and design reflect an understanding of research on the unique strengths and needs of individuals as they develop over time. It includes appropriate support activities, professional development, resources, and assessment practices designed to effectively meet the needs of mentee, mentors, leaders and supervisors, and other support providers. Program goals are explicitly linked to improving the needs of the mentored protégé/mentee in meeting the expectations of the organization.

### IMA Mentor Program Standard II: Clear Roles and Responsibilities for Leadership

The leadership program has an administrative structure with specified leaders who plan, implement, evaluate, and refine the program through data analysis, program evaluation, and stakeholder communication. Leadership focuses on allocation of sufficient resources, facilitation of professional development, program oversight and evaluation, as well as ensuring effective communication of services and among stakeholders.

### IMA Mentor Program Standard III: Mentoring Selection and Assignment

Mentors are recruited, selected, and assigned using a comprehensive strategy that includes a clearly articulated, open process and specific criteria that are developed by and communicated to all stakeholder groups. They are highly trained and understand the matching process and development of relationships to establish a successful mentoring process.

### IMA Mentor Program Standard IV: Mentor Professional Development

Mentor professional development provides a formal orientation and foundational mentor training before beginning work and continues over the course of the mentors' work. Mentors have time, supported by the program, to engage in the mentor learning community and are consistently supported in their efforts. The mentor development addresses established mentee benchmarks for success and developmental needs. As difficulties or barriers to development are recognized, action is taken to address the issues appropriately.

### IMA Mentor Program Standard V: Formative Assessment

The formative assessment process provides a framework for the purposes of demonstrating mentee growth and progress and engages the mentor/mentee in an ongoing reflective process. Assessments are used for continuous improvement throughout the program.

### IMA Mentor Program Standard VI: Program Evaluation

The Program uses a comprehensive, ongoing system of program development and evaluation that involves all program participants and other stakeholders. Program goals and objectives are clearly aligned with evaluation strategies and processes.